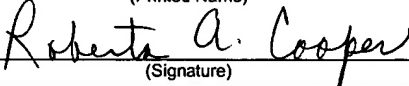


**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

Applicants: Ferguson et al.
Title: SYSTEM AND METHOD OF
DETERMINING A
KNOWLEDGE
MANAGEMENT SOLUTION
Application No.: 09/382,141
Filing Date: 08/24/99
Examiner: C. Colon
Art Unit: 2163
Atty. Dkt. No. 026167-0616

Commissioner for Patents
Washington, D.C. 20231

CERTIFICATE OF EXPRESS MAILING	
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Roberta A. Cooper	
(Printed Name)	
	
(Signature)	

COMMENT ON EXAMINER'S REASON FOR ALLOWANCE

This Comment on Statement of Reasons for Allowance is intended to be responsive to the Statement of Reasons for Allowance provided in Notice of Allowance and Issue Fee(s) Due dated May 13, 2005, and is submitted under 37 C.F.R. § 1.104.

On pages 2-3 of the Notice of Allowability, the Examiner provided a "statement of reasons for allowance." The Examiner stated:

None of the prior art of record, taken individually or in any combination, teach, *inter alia*, a tool, system and method of classifying an individual in a work environment as a member of at least one of a plurality of work pattern groups comprising a first group, a second group, a third group, a fourth group, a fifth group, and a sixth group, comprising: measuring a work characteristic of the individual associated with performance of work by the individual; and identifying the individual as a member of at least one of the plurality of work pattern groups based on the work characteristic measured for the individual; wherein work characteristics associated with the first group include a tight work focus, highly protocolled work processes, and a low degree of interaction with other individuals in the work environment; wherein work characteristics associated with the second group include a contextual work focus, moderately protocolled work processes,

and a moderate degree of interaction with other individuals in the work environment; wherein work characteristics associated with the third group include a wide work focus, logistics-oriented work processes, and a high degree of interaction with other individuals in the work environment; wherein work characteristics associated with the fourth group include a wide work focus, highly variable work processes, and a high degree of interaction with other individual in the work environment; wherein work characteristics associated with the fifth group include a contextual work focus, moderately variable work processes, and a moderate degree of interaction with other individuals in the work environment; and wherein work characteristics associated with the sixth group include a tight work focus, well-defined work processes, and a low degree of interaction with other individuals in the work environment.

The Examiner stated that U.S. Patent No. 6,292,830 ("Taylor et al."):

Taylor et al. teaches a method and tool for classifying individuals within an organization based on their work pattern data, where the work pattern data is comprised of predefined characteristics. However, Taylor et al. does not disclose the level of detail as the present invention as discussed above of defining various groups to categorize individuals based on the level of their work focus, the extent to which their work processes are defined and the degree of their interaction with others.

The Examiner also stated that U.S. Patent No. 6,338,042 ("Paizis"):

Paizis teaches a method and apparatus for obtaining work pattern data associated with an individual and conducting work performance evaluation based on the work pattern data. However, Paizis does not disclose the level of detail as the present invention as discussed above of defining various groups to categorize individuals based on the level of their work focus, the extent to which their work processes are defined and the degree of their interaction with others.

The Examiner further stated that U.S. Patent No. 6,275,812 ("Haq et al."):

Haq et al. teaches a system and method for human resource skill management that maps individuals' specialties to skills and roles and responsibilities. Haq et al. further teaches using the level of interaction between members of a group to categorize the members. However, Haq et al. does not disclose the level of detail as the present invention as discussed above of defining various groups to categorize individuals based on the level of their work focus, the extent to which their work processes are defined and the degree of their interaction with others.

The Examiner further stated that U.S. Patent No. 6,070,143 ("Barney et al."):

Barney et al. teaches a knowledge management system and method for job analysis and linking job requirements to products. The job analysis identifies key work-oriented data such as tasks and worker-oriented data such as skills to determine products best related to the job. However, Barney et al. does not disclose the level of detail as the present invention as discussed above of defining various groups to categorize individuals based on the level of their work focus, the extent to which their work processes are defined and the degree of their interaction with others.

While the Applicant agrees that the allowed claims recite a combination of subject matter that is patentable over the cited references, the Applicant does not necessarily agree with or acquiesce in the statement of reasons for allowance given by the Examiner. Moreover, the Applicant notes that the recited subject matter as well as various other subject matter and/or combinations of subject matter may be patentable for other reasons than those given by the Examiner. The Applicant expressly reserves the right to set forth additional and/or alternative reasons for patentability and/or allowance in connection with the present Application or in any other future proceeding.

Respectfully submitted,

Date 5/27/2005

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